

University of London - Corporate Social Responsibility Statement

Introduction

The University of London was founded for public benefit, to promote education of a university standard and the advancement of knowledge and learning, and to provide an institution open to all, irrespective of race, creed or political belief. It is a pioneering institution: making higher education affordable, regardless of gender, location, wealth or religion and accessible to those unable to pursue traditional forms of study anywhere to those anywhere in the world largely through its distance learning programmes. The University also promotes learning and scholarship through our public engagement programme. The University of London is unlike many other universities. It is a federation of 17 autonomous member institutions of outstanding reputation, and a number of highly acclaimed Central Academic Bodies.

This Corporate Social Responsibility Statement ("Statement") covers the activities of the central University. The Central Academic Bodies include the University of London Worldwide (UoLW) which offers distance learning courses to over 50,000 students in 180 countries; the School of Advanced Study (SAS), the UK's only national centre for the support and facilitation of research in the humanities; Senate House Library (SHL), a world-leading library with over 2 million items available; and the University of London Institute in Paris (ULIP). The central University also provides innovative, high quality academic support and professional services, including a network of higher education careers services and manages a valuable property portfolio providing academic teaching, library and study spaces, student halls of residence and conference facilities.

Purpose and Usage

This Statement supports our strategic vision which is:

To make a unique contribution to learning and research-led scholarship through our unrivalled network of member institutions, our global reach and reputation, and the breadth of our high-quality innovative academic services and infrastructure.

This statement aims to ensure and reassure that our activities are carried out ethically, sustainably and for the public benefit. The statement achieves this by aligning our key principles and activities with our overarching themes of:

London and the World

Access and the Student Experience

Public Benefit

Collaboration

And our [strategic commitment](#) to **environmental sustainability** and **managing a high-performing organisation**.

Research indicates that organisations which ensure that their activities are carried out in an ethical, sustainable way have a positive impact on the service they provide. The Statement is used to:

inform University decision-making;

provide information for partners to enable them to work with us successfully, and;

provide a framework to guide our work within which our services are delivered;

The Statement is broken down into a series of individual Corporate Social Responsibility ("CSR") principles aligned to key activities and policies we are undertaking, further details of which can be viewed online on our website.



The CSR Statement will be updated annually and formally reviewed once every five years in line with Strategy development.

1. London and the World

Individual CSR Principles

1.1 As a globally connected university, the University of London has a long tradition of welcoming students and staff from the European Union (EU) and across the world. We continue to welcome students, staff and visitors from the EU and beyond, to collaborate on research projects and to maintain our European academic networks.

1.2 We engage with our network of member institutions and the global community to develop our distance learning programmes delivered to 180 countries.

1.3 We undertake national and international research in collaboration with other institutions.

1.4 We are a major landlord, tenant and employer in the local community, with considerable operations in Bloomsbury, other parts of Camden and Westminster.

We act as a custodian of many historic and heritage buildings. While ensuring the historic importance of the estate is protected, the University is also committed to maintaining, enhancing and acquiring its property to ensure that the environment is fit for the highest academic achievement, encourages public access and that developments meet our Sustainable Building Specification.

Key activities and policies

[Diversity Strategy 2016-19](#)

Demonstrate leadership on diversity, promoting the benefits of inclusive practices (see footnote)

[EU referendum: School of Advanced Study welcomes all EU and international students](#)

[ULIP History](#)

Blog: [London-Paris: the future of Higher Education post-Brexit](#)

[UoLW's list of partnering member institutions](#) and [recognised teaching centres](#)

[SAS research activities](#)

[SAS projects and initiatives](#)

[ULIP research activities](#)

[Proposed Masterplan](#)

[The University Estate Strategy 2015-20 sets out the development and asset management framework for the University](#)

Footnote: the new Equality and Inclusion strategy is being developed and embedded in conjunction with the University of London Strategy 2020-2025



2. Access and the Student Experience

Individual CSR Principles

2.1 Academic freedom is of paramount importance to the University.

We encourage debate and discussion, and support the right of peaceful protest where this does not threaten the health and safety of staff, students or visitors, and does not infringe upon others' rights to freedom of expression, freedom of association or any other legally-protected rights and freedoms otherwise inhibit them from participating in teaching and research activities.

2.2 We deliver programmes in a wide range of disciplines and subject areas through our UoLW, with the programmes priced competitively to enable students, both in the UK and overseas, to widen their access to education.

2.3 We encourage access from students who have work or caring responsibilities by enabling our students to access course materials via a variety of modes so that students are able to choose the mode that suits their lifestyle. We also support students in developing their skills of independent research and online training so that they are able to pursue their studies at a pace that works with their commitments.

2.4 We facilitate access to funding for SAS and ULIP postgraduate students.

We facilitate access to funding for UoLW students, including funding for particular courses.

2.5 We manage a range of trust funds and endowments which support fellowships and scholarships, prizes, chairs and lectureship funds as well as a range of other awards to assist students and researchers within Member Institutions and the Central Academic Bodies of the University. In this way, we provide opportunities to those whose means may otherwise inhibit them from participating in teaching and research activities.

Key activities and policies

[List of UoLW programmes and prices](#)

[Diversity Strategy 2016-19](#)

Recruit and support students from the broadest pool with accessible and inclusive teaching programmes

[Disability Information for students](#)

[SAS disability support](#)

[UoLW Inclusive Practice](#)

[UoL Funding your study](#)

[SAS Fees and Funding](#)

[ULIP Finding funding](#)

[Guy S. Goodwin-Gill Scholarship for MA Refugee](#)

[Protection and Forced Migration](#)

[LLM Scholarship](#)

[Information about the range of trust funds](#)

[Scholarships and bursaries](#)

[Sir John Cass's Foundation Scholarship](#)



2.6 We operate the largest University Careers Service in the UK. Through this and other means we enable organisations to educate and develop individuals to achieve career success to achieve positive graduate destinations.

[The Careers Group](#)

2.7 We aim to provide student accommodation that is secure, supportive and accessible. We voluntarily adopt the Universities UK/Guild HE Code of Practice for the management of student accommodation. We work hard to provide a friendly environment in which our residents can live, study and socialise in settings that enable them to grow as adults.

[Students Halls](#)

[Student Homes \(head leased property\)](#)

[Accommodation Code of Practice](#)

Students are encouraged to participate in the community and learn to be self-directed and self-disciplined in behaviour. We encourage an environment for the development of personal, social, academic and cultural interest and skills.

2.8 We work towards improving and increasing access to secure, safe and affordable housing for students in London by actively engaging with public policy making bodies and by providing an accredited private housing advice service.

[Private Housing and Advice Service](#)

accredited by [Advice UK](#) and
[National Homelessness Advice Service](#)

2.9 We ensure sustainable development and sustainable living is understood by students in our residential accommodation.

[Reduce the juice campaign](#)

2.10 We encourage and support students who take part in fundraising or other charitable activities.

[ULIP Tower to Tower Bike Ride 2019](#)

2.11 We encourage Students to have a voice through our:

[Student Voice Group](#)

Committees and student voice group in UoLW
ULIP Students' Union
SAS Staff Student Liaison Committees

[ULIP Students' Union](#)

[Institute of Historical Research Staff Student Liaison Committee](#)



3. Public Benefit

Individual CSR Principles

3.1 The University is an exempt charity under terms of the Charities Act 2011 and is required to clearly identify benefits related to our charitable aims.

As well as making a significant contribution to the advancement of education, the University, on behalf of the federation, manages a range of trust funds and endowments. Some of the trust funds are used to fund an ongoing series of public lectures, recitals and readings generally in areas connected with the arts and humanities.

3.2 The University ensures that donations received are recognised and expended in line with the intentions of the donor and the University Donor Charter.

3.3 Our ambition is to position the University as a leading centre of excellence for public engagement and we have developed a public engagement strategy to realise this.

3.4 We encourage public engagement and local community involvement through:

- opening up events and facilities to the **public**
- participation in specific community engagement projects
- access and enhancement to University buildings
- an innovators scheme which offers small grants for researchers to engage with non-academic audiences

3.5 SAS, ULIP, UoLW and SHL deliver a wide range of **academic** engagement including seminars, workshops, lectures, and conferences. The majority of events are free and open to the public and all are welcomed to take advantage of the access to current research.

Key activities and policies

[Charitable Status](#)

[Information about the range of trust funds Scholarships and bursaries](#)

The [University Donor Charter](#) outlines the University's responsibilities, the Donor's rights and explains how donations will be used

[Open House](#)

[Senate House Histories](#)

[SAS Events](#)

[SAS public engagement events](#) including Being Human Festival, Living Literature and Public Engagement Innovators Scheme

[UoLW Events](#)

[Upcoming ULIP Events](#) and [past ULIP events](#)

[SHL Exhibitions and Events](#)

[Diversity Strategy 2016-19](#)

Adopt an inclusive approach to facilities management, working towards developing fully inclusive facilities when building new and improving accessibility for all users of our existing estate



SAS is a signatory of the National Coordinating Centre for Public Engagement (NCCPE) Manifesto for Public Engagement.

[Manifesto for Public Engagement Signatories](#)

3.6 We also undertake engagement with the University of London community, alumni and friends

[Alumni events](#)

3.7 We encourage staff to engage in activities that benefit the wider community and society such as payroll giving and engaging in charitable activities. This includes supporting staff involvement in fundraising activities for a nominated charity and time off for civic and public duties.

Payroll giving allows staff to donate to their charity of choice

The University allows staff to take reasonable time off work as public service leave for civic and public duties



4. Collaboration

Individual CSR Principles

4.1 The relationship between the central University and the Member Institutions of the University is fundamental to our success and the federation is a focal point for networking, knowledge sharing and collaboration. Membership is recognised in our academic development, service offer and property strategy.

4.2 We promote Senate House as an academic hub by hosting regular meetings for the Member Institutions, sharing best practice and encourage collaboration in academic and other areas.

4.3 We work with Member Institutions to deliver and develop flexible and distance learning programmes in 180 countries

4.4 We partner with Member Institutions of the University to deliver taught academic programmes and research

4.5 We work with other organisations to facilitate public engagement with humanities

4.6 We are using Heritage Lottery Funding to work with volunteers, local history societies, schools, borough archives and community groups to reach out to the wider public.

4.7 SAS and SHL are increasing access through a sustained programme of digitisation in collaboration with other organisations

Key activities and policies

We provide the Member Institutions of the University of London with an annual summary of the services we provide.

[Proposed Masterplan](#)

[Member Institutions](#)

[Distance Learning](#)

[ULIP: 10 reasons to study with us](#)

[Urban Law Initiative](#)

[Being Human Festival](#)

[Living Literature](#)

[Public Engagement Case Studies](#)

[Bloomsbury Festival](#)

[Layers of London](#) – an interactive online resource tracing London's history funded by the lottery
SAS events and IMLR language training- consortium with other institutions

[SHL digitisation](#)

[Humanities digital library](#)



4.8 We are members of and actively engage with a wide range of higher education collaborative groups

[Universities UK](#)

[AUDE the Association of University Directors of Estates](#)

[BUFDG British Universities Finance Directors Group](#)
[Universities Human Resources](#)

[AULP](#) Association of University Legal Practitioners



5. Environmental Sustainability

Individual CSR Principles

5.1 We manage the estate to comply with all relevant UK and EU legislative requirements and obligations, and maintain achievement of ISO14001 as the minimum standard for environmental management.

5.2 We recognise environmental sustainability as one of the greatest challenges of the 21st century and commit to ensuring that all the University strategies and operations consider the environmental aspects and impacts. As part of this commitment we are implementing carbon management projects and practices with an aspiration to create a zero carbon University by 2036.

5.3 We are committed to ensuring staff understand sustainable development and sustainable living. We encourage staff to use sustainable forms of transport through the promotion of cycling, walking and public transport.

5.4 We developed and implemented a total waste management strategy to reduce waste and increase recycling.

Key activities and policies

Sustainability achievements in 2018-19 include 51% reduction in CO2 emission since 2010, over 100,000 tonnes of CO2 saved through our distance learning programmes and 100% energy generated from renewable sources

Carbon management project and practices to achieve carbon savings. The University developed the [Zero Carbon Estates Handbook](#) to drive progress on decarbonisation on the University's own estate and across the sector.

We offer public transport loans and bike loans
Promote and participate in national cycling and walking challenges, to encourage healthy ways to travel and reduce local air pollution.

We have 27 staff champions across the organisation who help communicate the sustainability messages to support behavioural change.

Through collaboration with our waste contractor, we continue to ensure that 0% of our waste goes to landfill. Instead we reduce, re-use, recycle and recover all our waste. In 19-20 we are working on a new strategy to reduce waste volumes.



5.5 We take action to improve the biodiversity of the surrounding area of the University.

By maintaining beehives and keeping them in a good condition to pollinate the area.

Creating biodiversity action plans to increase biodiversity in collaboration with our grounds maintenance team from Nurture Landscapes

5.6 We encourage healthy and sustainable food options for staff, students and the public by developing a Sustainable Food and Fairtrade Policy and providing sustainable food and beverage options in the University's catering and hospitality services.

Our catering contractor [Aramark](#) is committed to environmental sustainability through sustainable waste minimisation, responsible sourcing, efficient operations and fleet management which reduces fuel usage and emissions

5.7 We are committed to continual improvement of the environmental management system to enhance our environmental performance and we encourage sustainability collaboration through publicising our annual sustainability report, sharing best practice and offering support to the University's Member Institutions and the wider higher education community.

Our annual Sustainability reports:

[2019](#)

[2018](#)

[2017](#)

[2016](#)

[2015](#)



6. High Performing Organisation

Individual CSR Principles

6.1 We are committed to being a good employer with a representative and inclusive workforce who contribute positively to the local community, the education sector in the UK and the global community.

6.2 We are committed to ensuring that all staff are fully supported in their work, have a good working environment, are fairly rewarded and are able to maintain a good work-life balance.

This is achieved by putting in place good employment policies, offering competitive terms and conditions to directly employed staff, ensuring contractors do the same for their workforce and enabling new ways of working to allow staff to achieve a better work-life balance.

We conduct and respond to a biennial staff survey. We also engage positively with recognised Trade Unions that represent and protect the interests of their members.

6.3 The University offers a confidential employee assistance programme which offers telephone based support and advice and face to face counselling when needed

6.4 We are also committed to ensuring staff achieve their full potential through training, mentoring and other staff development activities.

6.5 We are fully committed to embedding considerations of equality, diversity and inclusion (EDI) in what we do. Our commitment to EDI covers all areas of our operation as an HEI.

6.6 We ensure the financial sustainability of all our operations and endeavour to conduct our business in accordance with the seven Nolan principles on Standards in Public Life. We

Key activities and policies

How we develop our people is outlined in the HR People Strategy

We are an accredited London Living Wage Employer

We encourage Activity Based Working

[Policies](#)

[Accessibility](#)

Wellbeing activities including an annual wellbeing week

Our 2019 Staff survey was focussed on wellbeing

By recognising the following trade unions: UCU and Unison

Staff Development Options
Mentoring at University of London
Job shadowing

[Diversity Strategy 2016-19](#)

Be an employer of choice for all, with high levels of staff satisfaction and performance
Aurora women-only leadership development

[Financial Statement 2018-19](#)



follow a fair and ethical financial practice with a commitment to responsible procurement and ethical investment.

6.7 We aim to deal with business partners with transparency and fairness and to be compliant with our obligations under all relevant legal, regulatory and tax requirements in all of the jurisdictions that the University and its subsidiaries operate in.

[Doing Business with us](#)

6.8 The University's investment policy takes account of the level of investment from expendable and permanent endowments, and the perpetual need of these endowments to maintain capital and achieve a return to fund expenditure on activities in line with the purpose of the endowment. It also manages its investments in line with its own ethical investment policy.

The University Statement of Investment Policy

6.9 The University's financial activity is undertaken with reference to agreed guidance and policies. As part of their conditions of employment all staff are required to follow such policies to ensure the University conducts its activity in an appropriate fashion.

Financial regulations include:
Tax Strategy
Anti-Corruption and bribery
Anti-Money Laundering
Financial policy on travel, hospitality and other expenses

6.10 We are committed to responsible and sustainable procurement through our procurement policy and have developed a toolkit to help buyers in the University purchase in a sustainable way. This includes challenging our suppliers to provide the University with sustainable products and services.

Procurement Policy

Procurement Forms and Templates

6.11 We are proactively examining supply chain transparency with respect to the Modern Slavery Act 2015, for example in relation to our Collection Management Policy in the SHL.

[Anti- Slavery and Human Trafficking Statement](#)